



DEPARTMENT OF THE NAVY
THE MASTER CHIEF PETTY OFFICER OF THE NAVY
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

20 July 2017

Chief,

Congratulations and welcome to the United States Navy Chief Petty Officer Mess!

First, be forever mindful that as a confidently humble leader, the magnitude and scope of duties and responsibilities the Navy will now ask of you go beyond words on paper. This requires you to be an authentic, competent and courageous leader in all you do and how you operate. Your actions and conduct define your authenticity to your Sailors, while your competence in your field and your courage in speaking up and making the right call, regardless of its popularity, is what defines a Chief Petty Officer.

Secondly, I believe there are critical elements a Chief must possess in our ability to effectively provide self-sacrificing service to our Sailors and their families:

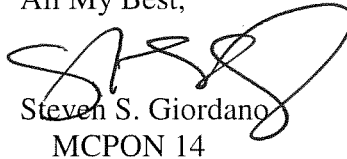
- (1) Continuously develop your technical expertise and knowledge of current Navy programs and policies. Both are critical elements for any Chief Petty Officer to become the Navy expert which in turn yields confidence in our Sailors when they: "Ask the Chief!"
- (2) Listen; actively. Too often we want to be immediate problem solvers. Our challenge is not to be reactionary decision-makers but educate and train our Sailors to make their own informed decisions. Winston Churchill once remarked, "Courage is what it takes to stand-up and speak; Courage is also what it takes to sit down and listen."
- (3) "A positive attitude causes a chain reaction of positive thoughts, events and outcomes. It is a catalyst and it sparks extraordinary results." - Wade Boggs. As visible and engaged deck plate leaders, we must be mindful of the effect of our attitude on that of our Sailors.
- (4) Keep in mind that work-life balance is a single focus. Our tendency is to treat them as separate entities. Develop a strategy to effectively manage your personal and professional time and assist your Sailors in kind. We are one Navy Family.
- (5) Look within before you look around. We place Sailors in challenging environments and when an undesirable result occurs ask yourself this question; "What did I do wrong?"
- (6) Respect based on what we wear on our collar or on our sleeve is both recognized and afforded with our military service. Be mindful that sometimes Sailors will

approach you not because of your technical or institutional prowess, but more so because our anchor is the symbol of a respected and mature human being. You must be mindful of these situations and know how to engage at that level. Jackie Robinson said, "I'm not concerned with your liking or disliking me ... All I ask is that you respect me as a human being."

Finally, your selection to Chief Petty Officer was based on one thing: POTENTIAL; potential to excel at the next pay grade. Never take this for granted and be always mindful of the reason for your selection. Your legacy should not be defined by what you accomplish, but by what those Sailors who come behind you accomplish.

Congratulations to both you and your family. I stand ready to support. Well done Shipmate!

All My Best,



Steven S. Giordano
MCPON 14